

U.S. Army Recruiting Command

RECRUIT THE RECRUITER BRIEFING

**Recruit the Recruiter Team
USAREC
1307 3rd Avenue
Fort Knox, KY 40121**

502-626-3228



U.S. ARMY

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Family in Recruiting



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AGENDA

- **USAREC Vision and Mission**
- **Army Recruiting Structure**
- **Recruiting Functions**
- **Career Progression Enhancement**
- **A Premier Command**
- **The 36 Month Tour**
- **Requirements**
- **Waivers**
- **ArmyStrengthProvider Website / RTR FaceBook**
- **Selection process**
- **Recruiter Mentorship Program**
- **Assignment Locations**
- **Army Recruiter Course (ARC)**



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USAREC VISION AND MISSION

“ An all-volunteer team sustaining an all-volunteer army... A mutually supporting relationship with families & communities enabled by a network of shared knowledge using leading edge technologies & premier recruiting practices.”



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Army Recruiting Structure

**The Recruiting Mission is assigned
down to the Center Level...**

Detailed Recruiter

65% Selected by DA

35% Volunteer

3 Year Detail

Average TIS is 10 Years

Average Age is 31

5,463 Total Detailed Recruiters

90% OIF/OEF Experience

Cadre Recruiter

79R Becomes Primary MOS

Tactical Proficiency

Technical Competence

64% are SFC

Average Age is 37

2,950 Total Cadre Recruiters

17% 79R OIF/OEF Experience



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RECRUITING FUNCTIONS

Planning

- **Operating Environment**
- **Roles and Responsibilities**
- **Recruiting Operations**
- **Decisive Operations**
- **Shaping Operations**
- **Sustaining Operations**



Execute Tactical Plan

- **Develop Network-Centric Environment**
- **Prospecting**
- **Conduct an Army Interview**
- **Processing**
- **Follow-up Activities**
- **Lead a Future Soldier**
- **School Recruiting Program**



Community Involvement

Parades

Color Guards

Speaking Engagements

School Presentations

Event Marketing Activities (NASCAR, Air Shows, NHRA, etc.)



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CAREER PROGRESSION **ENHANCEMENT**



**Centralized Promotion Boards look favorably on Special Assignments
regardless of CMF/MOS**

**Specialized Training which can result in the award of 15 promotion points
and college credit along with the rest of your military schooling**

Award of SMOS 79R and SQI 4

Diverse CONUS assignment locations with limited OCONUS assignments

Unique Leadership Opportunities



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A PREMIER COMMAND

Leased Housing Initiative

- **Soldiers may submit housing applications while attending the ARC**
- **Housing available and waiting upon arrival**

Child Care

- **Subsidized child care costs for Soldiers assigned to geographically dispersed units- Army**
- **Funded for spouses employed full-time; seeking full-time employment or enrolled full-time in school**

Many other Programs to include:

- **Paid for gym memberships as applicable, Soldier and Family Assistance Program (SFAP), Military Family Life Consultant (MFLC), Personal Financial Counselor (PFC), Family Readiness Group (FRG), Virtual Family Readiness Group (VFRG), Navigator, Family Advocacy Program Manager (FAPM), EEO, EFMP Systems Navigator**



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A PREMIER COMMAND

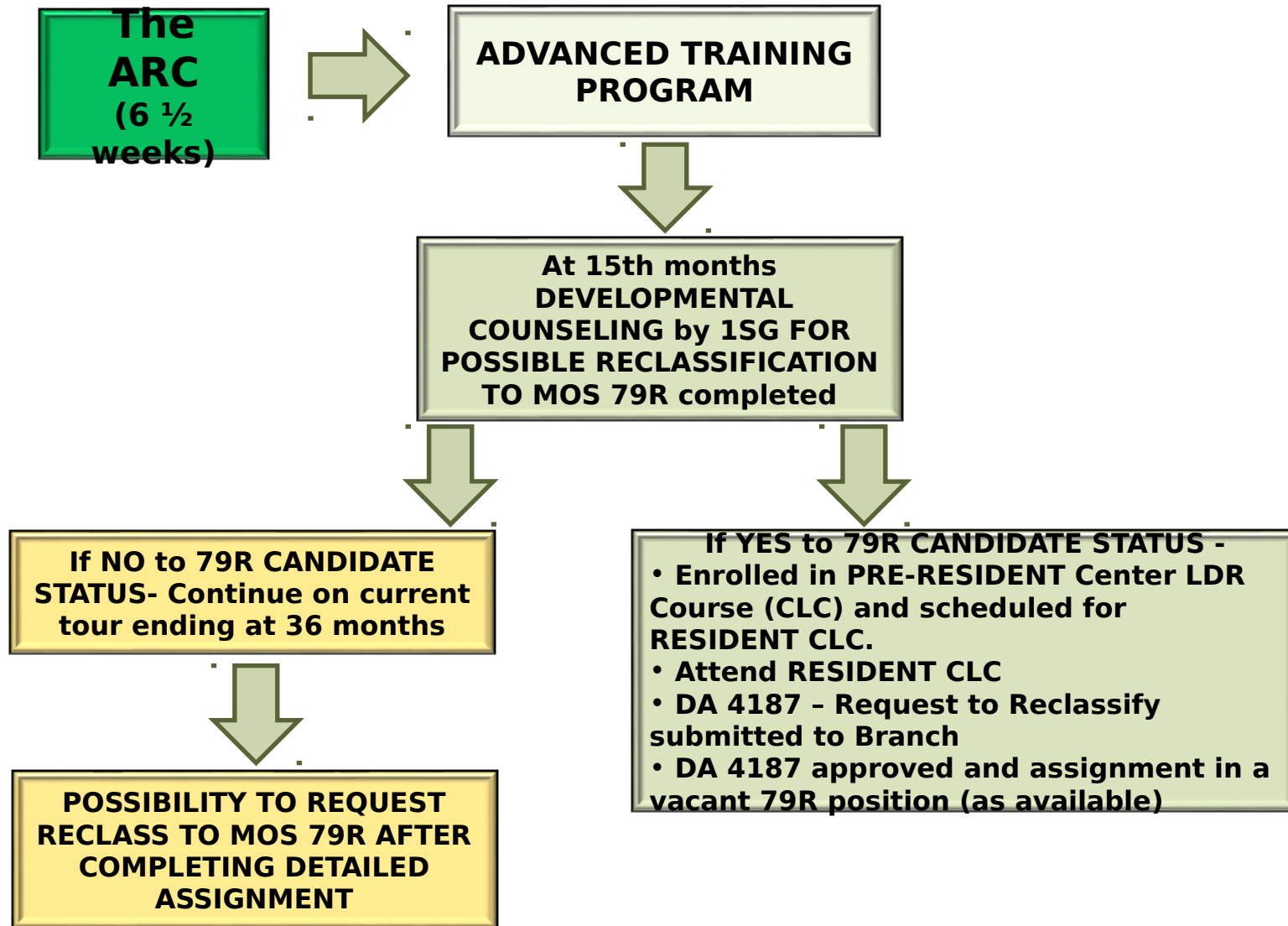
CONTINUED

- **Special Duty Assignment Pay (SDAP) \$300.00 per Month**
- **Recruiting Expense Account \$75.00 per Month**
- **May qualify for Foreign Language Proficiency Pay Language Skill Level \$300 - \$1000 monthly depending on language, proficiency, and assignment**
- **Provided the Army Service Uniform at the ARC if not already provided.**
- **3 years stabilized CONUS tour.**
- **Additional schooling opportunities depending upon availability, funding, manning strength and timing considerations with Branch and unit, e.g., Air Assault, Airborne, SHARP, MRT, etc.**



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THE 36 MONTH TOUR



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REQUIREMENTS

- Must be able to meet 3 year obligatory service requirements; must be able to reenlist or extend current contract. Creates a Service Remaining Requirement (SRR) if not in within reenlistment window.
- No bankruptcy within the past three years, no current credit problems, and adequate spendable income **(at least \$350.00 remaining/month)**.
- Dual Military couples or those enrolled in MACP - both must apply and qualify for the program or waive Joint Domicile MACP.
- No SOLE Parents; **can be waived on a case-by-case basis**.
- Meet the Army height/weight standards of AR 600-9.
- Minimum PULHES 132221, submit all profiles with MMRB/MAR2 results. No shaving profiles authorized.
- Have a valid civilian driver's license with no record of reckless, careless, unsafe or DUI driving.
- No alcohol related incidents within the past **5 years**. Cannot have been enrolled in ASAP within the past **3 years** and treatment within **1 year**.
- Cannot be pregnant at time of selection or prior to attending Army Recruiting Course (ARC). Soldier may be considered 6 months after delivery.
- TIS standards: SGT-10yrs TIS (RCP); SSG-12yrs TIS **(waivable)**; SFC-2yrs TIG and 14yrs TIS max **(waivable)**. Up to 16.5 years TIS waivable.
- At least one year Time On Station to apply.



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REQUIREMENTS (CONT'D)

- **Completed one year since reclassification.**
- **No UCMJ convictions that could result in 2 yrs confinement (felony level).**
- **U.S. Citizen, or legal alien with permanent residence.**
- **High School graduate OR GED w/ 30 semester hours of college OR have deployment experience. (Waiver Authorized)**
- **Minimum GT score of 110. (waivable to 95 GT w/ 95 ST (TECH))**
- **Meet the age standard: be at least 21 years old, but not exceed 35 for SGT/SSG. (waivable up to 44 for SSG(P)/SFC, not have reached 45)**
- **Can apply at 12 months on station if in CONUS - If OCONUS, complete 2/3 of a long tour; you must have 6-10 months remaining until DEROS for short tour areas and 6-12 months remaining for long tour areas.**
- **No visible tattoos that may be perceived as offensive, sexist, distasteful or gang related. Must provide photos of ALL tattoos, (except for those in the private areas). Meet AR 670-1, providing MFR for “grandfathered” tattoos. (none past wrists - waiver for 1 wedding band tattoo authorized, none above collar bone)**
- **Must have a favorable NACLAC.**

“all waivers will be reviewed...if in doubt, submit your packet.”



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WAIVERS / SUPPORTING DOCUMENTATION

- **High School Grad or GED w/30 semester hours of college or deployment experience:** ERB and transcript (if not on ERB)
- **GT Score Waivers:** ERB
- **Age Waivers:** ERB, DA Photo and DA 705
- **Time In Service (TIS):** ERB
- **Behavioral Health (BH):** DA 3822 review by USAREC's Office of Command Psychologist (OCP). Cannot have been enrolled in ASAP within past 36 months. Cannot have received BH treatment including medication within past 12 months. Any current diagnoses in AXIS I & II will likely disqualify a candidate.
- **Time on Station (TOS):** ERB
- **Profile:** The Permanent Profile and MMRB/MAR2 if applicable
- **Financial (this is a verification, not a waiver):** DA Form 5425
- **Sole Parent:** Family Care Plan Statements (provider must be willing and able to relocate wherever you are assigned) and DA Form 5425
- **Dependents:** DA 5425 (must have \$750.00 left each month after all liabilities are paid and 2-3 months worth of BAH in savings preferred), ERB, DD Form 1172's for each dependent and statement from SM if any dependents do NOT reside with them, i.e., minor child lives with ex-spouse.
- **Tattoos:** Clear, color photos of all questionable tattoos, MFR IAW AR 670-1 for "grandfathered" tattoos

GREEN = can be waived

RED = disqualification

BLUE = documents



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<https://sites.google.com/a/goarmy.com/recruit-the-recruiter-team/home>

Official site for packets and information



Recruit The Recruiter

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"Providing Soldiers who Provide the Strength!"

As a member of USAREC you join a carefully selected team of dedicated professionals who sustain an All-Volunteer Army...Enabled by leading edge technologies and premier recruiting practices...we establish and maintain enduring relationships with Centers of Influence, Future Soldiers, Families, and American Public.

Mission, Vision and Attributes

As the Army's trusted ambassador to the American people USAREC recruits Soldiers; Officers, Warrant officers and Enlisted to meet the needs of an expeditionary Army. It begins the transformation from civilian to Soldier, acts as the Army's liaison with the American people, and does all with integrity and professionalism that clearly demonstrates the Warrior Ethos and Army Values. The command remains relevant and ready to provide the strength for our Army, today and into the future.

Recruiter Unique Attributes

- Recruiters require exceptional discipline and leadership to operate across geographically dispersed location.
- They must possess the self-discipline to maintain Army standards and values, aggressively seek self-improvement, and use initiative to implement and adapt to new technologies supporting Army recruiting missions.
- Recruiters must be independent and adaptive thinkers, capable of making rapid decisions in unfamiliar and ambiguous environments.



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US Army Recruit the Recruit...

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US Army Recruit the Recruiter
Team/Outreach Program
Government Organization

THIS WEEK

19

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859

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Notifications

Current forms and complete application.

Timeline

About

->PACKET<-



Recent

Important updates and recruiting information from around the Command

PEOPLE



Status



Photo / Video



Offer, Event +



4,400 likes



What have you been up to?



2011
2010



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www.facebook.com/Army

RECRUITER SELECTION PROCESS

Complete and submit Volunteer Recruiter Packet



2. Packet Received and QC'd by USAREC RTR Team. 1-2 weeks

3. Name submitted to Branch/Branch Manager for recruiting assignment release. Time determined by Branch allocations for Special Duty Assignment Release.

4. Once released, HRC schedules tentative ARC report date pending Recruiter Background Investigation clearance.

5. HRC notifies Soldier of school date.

6. USAREC G-1 Assignment NCOs work assignment preferences 30 days out from ARC report date.

Average process time is 4-6 months



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RECRUITER MENTORSHIP

• 180 to 90 days from your class date: The Recruit the Recruiter Team ~~will provide~~ **PROGRAM** paperwork and work with USAREC Assignments Team to determine your assignment prior to you going to The Army Recruiter Course.

• 90 to 45 days from your class date, this is the time to utilize the contacts and resources provided to prepare yourself and your family (if applicable) for your transition to USAREC.

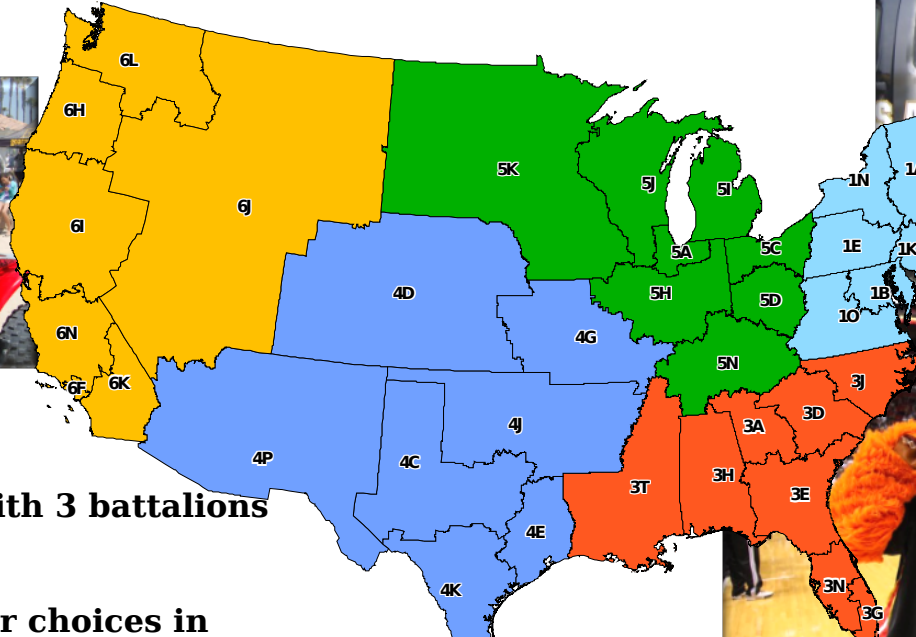
• 45 to 21 days from your class date (ARC Soldier Qualification / Certification): We will ensure that you meet all of the qualifications prior to arriving at the school house and that nothing has changed with your qualifications.

• 30 days after you report to USAREC: After reporting to your duty location, we will send an AAR to be completed and returned to ensure we continue to evolve and adapt to the needs of inbound Recruiters



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ASSIGNMENT LOCATIONS



Select a total of 9
Battalions from
3 different Brigades
Choose 3 brigades with 3 battalions
from
each brigade
You may number your choices in
any order.

There can be no more than 3

Battalions per brigade
(CMF 68 only)

__ 9A 1st MR BN
__ 9B 2nd MR BN
__ 9C 3rd MR BN
__ 9D 5th MR BN
__ 9E 6th MR BN

__ 6F Los Angeles
__ **6H Portland**
__ 6I
Sacramento
__ 6J Salt Lake City
__ 6K Southern
Call
__ **6L Seattle**
__ 6N Fresno

5th Bde
__ 4C Dallas
__ 4D Denver
__ 4E Houston
__ 4G Kansas City
__ 4J Oklahoma City
__ 4K San Antonio
__ 4P Phoenix

3rd Bde
__ 5A Chicago
__ 5C Cleveland
__ 5D Columbus
__ 5H Indianapolis
__ 5I Great Lakes
__ 5J Milwaukee
__ 5K Minneapolis
__ 5N Nashville

2nd Bde
__ 3A Atlanta
__ 3D Columbia
__ 3E Jacksonville
3G Miami
__ 3H
Montgomery
__ 3J Raleigh
__ 3N Tampa
__ 3T Baton
Rouge

1st Bde
__ **1A Albany**
__ 1B Baltimore
__ 1D New
England
__ 1E Harrisburg
__ 1G New York
City
__ 1K Mid-Atlantic
__ 1N Syracuse
__ 1O Beckley

OCONUS (rctg stations)

Alaska - 6L
Hawaii - 6H
Puerto Rico - 3G
Germany - 1A
Japan - 6H
S. Korea - 6H
Guam - 6H



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ASSIGNMENT S

Q: WHEN DO I GET MY ASSIGNMENT?

A: VOLUNTEERS: Should have their assignments within 30 days from ARC report date. **DA**

SELECTS: Can request an assignment 30 days prior to the ARC report date. However, it's done based on availability and normally be completed by week 2 while at the ARC.

Q: WHO DO I CONTACT ABOUT ASSIGNMENTS?

A: VOLUNTEERS ONLY USAREC G-1 ASSIGNMENTS NCO will contact you. Contact the RTR team/Outreach NCO if you have not received an assignment within 14 days of ARC report date. Your DA Form 3822 must be current through ARC report date **(must be completed no earlier than 6months prior to the ARC reporting date).**



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ARMY RECRUITER COURSE

**The ARC relocated to Ft. Knox in January 2015.
The Course is 6 Weeks and 4 Days long.**

9 Major Segments

- **Enlistment Eligibility**
- **Recruiting technology**
- **Recruiting knowledge**
- **Interpersonal and Communication Skills**
- **Prospecting**
- **Interviewing**
- **Processing**
- **Future Soldiers**
- **Recruiting Exercise (RECEX)**



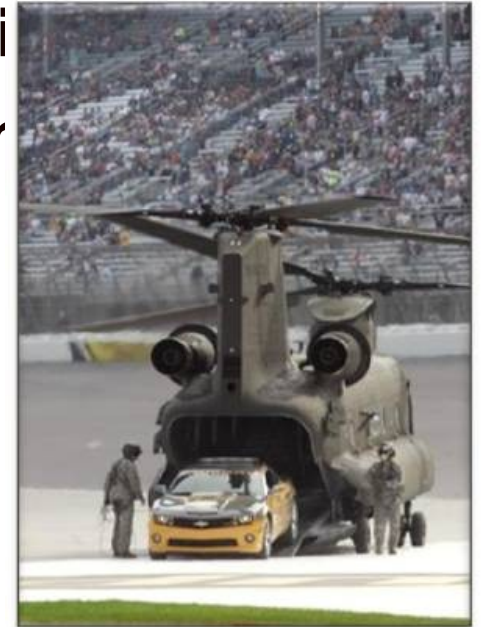
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USAREC NEEDS MOTIVATED FEMALE NCOs!

- **Tell YOUR Army story to future Soldiers**
- **Provide leadership and mentorship**
- **Be a role model within your community**
- **Help someone find their strength**

What's in it for you?

- **36 months dwell time**
- **Subsidized child care**
- **Vast CONUS assignment potential**
- **Opportunity for Career Advancement**



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[usarmy.knox.usarec.mbx.HQ-g1-
rtr@mail.mil](mailto:usarmy.knox.usarec.mbx.HQ-g1-rtr@mail.mil)

or

DSN: 536-xxxx

Comm: 502-626-xxxx

SFC Ricks (NCOIC) - 3228

SFC Williams - 1736

SFC Clow - 0307

SFC Snow - 1135

RTR Web site & facebook:
www.facebook.com/ArmyRTR



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